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Terrorism Training Needs Assessed

Shortly after the tragedies of September 11, 2001, POST initiated a statewide assessment of law enforcement training needs related to terrorist attacks. POST is also developing an inventory of training resources, coordinating the collection and analysis of incoming information and creating a plan for the development and delivery of training focused on terrorism.

Senior Consultant Lou Madeira, the lead consultant for this project, has met with training managers, regional training manager groups, and regional chiefs' associations to assess training needs. Additionally, responses to a survey instrument sent to approximately 100 agencies, selected to provide a representative statewide sample, are being analyzed at this time.

The inventory of training resources includes a review of current and previously certified courses related to terrorism, incident management and response, airport security, and hazardous

continued

Terrorism Training... continued

materials. POST is also identifying and reviewing federally funded courses and other training resources outside of California, in addition to making several contacts within the federal government to identify potential fiscal and other resources to support new training in California. Finally, terrorism-related information will be added to the POST Website in both public and secure formats.

For more information, contact Bureau Chief Tom Hood, Training Delivery Bureau, at (916) 227-4874 or by e-mail at Tom.Hood@post.ca.gov.

**Aviation Security
Telecourse
Updated**

An update of the 1995 flying armed telecourse, *Aviation Security*, was broadcast on September 20, 2001, in part to honor the officers involved in the events of September 11, 2001. The updated program includes new job-related simulations that deal with: 1) transporting prisoners, 2) checking firearms and ammunition in off-duty situations, 3) responding to passenger disturbances or in-flight emergencies, 4) defining first responder responsibilities at aviation crash sites, and 5) defining flying while armed procedures.

POST is grateful to local airport units, especially the San Diego Harbor Police, the Los Angeles Air Support, the California Highway Patrol Air Operations, the National Transportation Safety Board, and the FAA for their help in making this telecourse.

For more information, contact Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or by e-mail at Jody.Buna@post.ca.gov.

**Police Response
Field Guide
Developed**

POST has designed a training course and a field guide publication on law enforcement intervention with persons who are mentally ill or developmentally disabled. Subject matter experts comprising law enforcement, mental health professionals, and community advocates participated in finalizing the curriculum.

Approximately eight hours in length, the course is designed to meet the mandates of Penal Code Section 13515.25 (AB 1718). The course and its field guide publication are being pilot-tested this fall through the San Diego Regional Training Center, at two locations: Sacramento and Los Angeles.

For more information, contact Management Fellow Pat Hunton, Training Program Services, at (916) 227-0473 or by e-mail at Pat.Hunton@post.ca.gov.

**Vessel Accident
Report Manual
Revised**

The Department of Boating and Waterways, with POST assistance, recently completed a total revision of their *Vessel Accident Report Manual*. Boating enforcement and accident experts from throughout the State provided extensive material for revision. Scheduled for fall publication by the Department of Boating and Waterways, this manual is the primary

text for the 40-hour, POST-certified Boating Accident Investigation Course and is distributed throughout California and the United States.

For more information, contact Management Counseling Service Bureau members Senior Consultant Dave Sylstra at (916) 227-4806 or by e-mail at Dave.Sylstra@post.ca.gov, or Associate Analyst Kathy Hobson at (916) 227-3911 or by e-mail at Kathy.Hobson@post.ca.gov.

Assistant Executive Director Glen Fine Retires

*Executive Director Ken O'Brien,
POST retiree Glen Fine, and
Commission Chairman Bill
Kolender. Mr. Fine was presented
with a Commission Resolution
which recognized his many
contributions to law enforcement
and POST.*



Assistant Executive Director Glen Fine has retired from POST after more than 31 years of outstanding service. For the last five years, Glen managed POST's Administrative Services Division, including three support services bureaus. Prior to a reorganization in 1997 which created the division structure, Glen was the Deputy Director, with oversight over all POST bureaus. Working in these positions for more than 20 years, Glen Fine was able to positively impact most

advances in POST's standards and services. As police Chief Ron Lowenberg of the Huntington Beach Police Department described Glen: "His fingerprints are all over POST's regulations and even many of the laws concerning professional standards for law enforcement." Glen has been recognized as one of the most authoritative sources of information about POST budgetary, historical, and legal issues.

A Commission Resolution presented to Glen Fine on August 15 recognized his many contributions to law enforcement and POST. Glen served in the Monrovia Police Department for 11 years, rising to Lieutenant before coming to POST. Glen will best be remembered for his integrity and commitment to excellence.

Investigation and Trial Preparation Course Updated

The Commission has approved the revision of the 80-hour Investigation and Trial Preparation Course for district attorney investigators, effective January 1, 2001. The revision sets the curriculum in a learning-domain/training-specification format and standardizes the curriculum. A new publication *Training Specifications for the Investigation and Trial Preparation Course* is being printed for distribution to course presenters.

The new format also requires a presenter-developed, comprehensive written examination as part of the course. POST and a committee of subject matter experts and training presenters are working on the exam development. Committee members have

Investigation and Trial... continued

identified the items to be tested and are in the process of developing test questions. The first presentations of the revised format, with the new examination, are to begin early next year.

For more information, contact Senior Consultant Frank Decker, Basic Training Bureau at (916) 227-3900 or by e-mail at Frank.Decker@post.ca.gov.

**Symposium 2002
Progressing Well**

Planning for the second Public Safety Instructors' Symposium, Symposium 2002, is progressing well. Scheduled for February 2002 in San Diego, the Symposium is designed to enhance instructors' classroom skills. Symposium topics will include adult learning methods, course development, facilitation, future training needs, instructional technology, instructors as leaders, perishable skills instruction, principles of interactive learning, and training liability and compliance.

The Symposium is a collaborative effort among the Chancellor's Office, California Community Colleges, South Bay Regional Public Safety Training Consortium, and POST. It will be funded in large part by a grant from the California Community Colleges Chancellor's Office. POST plans to reimburse up to 250 law enforcement attendees for the three-day session and will use Web-based registration protocol.

For more information, contact Senior Consultant Mike Hooper, Training Program Services Bureau, at (916) 227-3912 or by e-mail at Mike.Hooper@post.ca.gov.

**424 Agencies
Using EDI**

The Electronic Data Interchange (EDI) System, in its second year of operation, is gaining popularity as agencies experience the ease of obtaining and submitting information. Agencies utilizing EDI have been able to identify compliance issues and schedule officer training more effectively. POST compliance reviews have also prompted several calls from agencies requesting access. Currently, 424 agencies are online and using the EDI system. More than 4,300 Notices of Appointment/Termination transactions have been recorded.

The next phase of EDI will be course certification. When the work is completed, course presenters will be able to submit course certifications, view existing certified courses, and submit course announcement information online.

For more information about the EDI System, visit www.post.ca.gov/edi/edi.htm, or contact Program Technician Kathy Pope, Information Services Bureau, at (916) 227-4807 or by e-mail at Kathy.Pope@post.ca.gov.

**Modular Format
Presenters
To Use POSTRAC**

With Commission approval, POST is modifying the POSTRAC testing system to provide modem-based, electronic delivery of POST Learning Domain tests to modular format presenters of the Regular Basic Course. With this change, Regular Basic Course testing will be standardized for all presentation formats.

Because this change requires POST to revise its regulations regarding testing and to ensure that all presenters have the necessary equipment and training to run the testing system, the

switch to POSTRAC will be delayed until 2002. POST expects to complete the software modification and trial testing by December 2001, with system wide implementation beginning in January 2002.

For more information, contact Personnel Selection Consultant Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-2810 by e-mail at Ken.Krueger@post.ca.gov.

Telecourses Win Multiple Awards

Seven POST telecourses have received Aurora Awards. The Aurora Award is a national awards program that recognizes those in film and video who shine in their ability to creatively captivate an audience through contemporary images and ideas. Numerous private and governmental entities compete for these awards. Entries are judged by top industry professionals who look for the film and video programs that have tackled innovative subject matter in an effort to raise the level of consciousness of the audience.

2001 Legal Update was selected for the most prestigious award, the Aurora Platinum Best of Show in the general instruction category. The following telecourses were selected for the Gold Aurora Award: *Preliminary Criminal Investigations* in the issue awareness category, *Youth Violence* in the social instructions category, *Recognizing Mental Illness: A Proactive Approach* in the social issues category, *Cops and Schools* in the social issues category, and *Public Safety Dispatcher* and *Domestic Violence: Court Orders* in the general instruction category. *Legal Update* won the Platinum Best of Show Award.

For more information, contact Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or by e-mail at Jody.Buna@post.ca.gov.

Instructor Standards Work Progressing

The Instructor Standards Advisory Council is finalizing the content for a tutorial on adult learning methods and the Regular Basic Course instructional system and workbook series. The tutorial is an integral component of an equivalency process for attaining instructor certification via the Voluntary Basic Course Instructor Certification Program (VBCICP). The Council also endorsed an enhanced "competency verification checklist" for use in the program. The checklist will be adaptable for use in all instructor development training courses.

The Council examined aspects of the process for recertifying instructors. The three-year cycle of recertification begins for the first time during the summer of 2002. Six of eleven academies currently participating in the VBCICP must undergo the recertification process. Automated methods for data collection and record keeping were discussed in-depth. At its next meeting, the Council will finalize detailed guidelines for the certification process, which will be incorporated in the January 2002 version of POST's *Guidelines and Curriculum for the Voluntary Basic Course Instructor Certification Program*.

For more information, contact Senior Consultant Mike Hooper, Training Program Services, at (916) 227-3912 or by e-mail at Mike.Hooper@post.ca.gov.

Recruitment Symposium Successful

In July, POST hosted a Symposium on Recruitment for more than 300 attendees representing agencies from throughout California. The attendees were offered presentations from approximately 25 speakers, whose areas of expertise ranged from marketing, to testing, to selection law, representing all employment sectors – public, private, and the military. In addition, attendees received copies of a document entitled *Peace Officer Recruitment and Retention: Best Practices*, as well as copies of six public service announcements (PSAs), a marketing video to be used at events such as school career days, job fairs, etc., and a best practice video - a companion to the document mentioned above.

The Symposium and the products presented were the results of a year-long effort and were extremely well received. So that the momentum of these efforts is not lost in the long-term, and in anticipation of the continued need to combat difficulties in law enforcement recruitment, the Law Enforcement Recruitment Association of California (LERAC) has been established to help facilitate cooperation between agencies and recruiters, provide on going, contemporary training and continue the development of recruitment-related best practices.

For more information, contact Management Fellow Lori Lee, Standards and Evaluation Services Bureau, at (916) 227-4830 or by e-mail at Lori.Lee@post.ca.gov.

Background Investigation Manual Being Revised

Peace Officer Background Investigation Manual, Guidelines for the Investigator and the companion POST 2-251, Personal History Statement form, are being revised. The project will also include issuing guidelines for dispatcher background investigations. On an interim basis, the newly developed Background Investigation Course curriculum will be used as support documentation for the investigation process.

For more information, contact Standards and Evaluation Services Bureau members Personnel Selection Consultant Bill Dyer at (916) 227-4827 or by e-mail at Bill.Dyer@post.ca.gov, or Senior Consultant Gene Rhodes at (916) 227-3255 or by e-mail at Gene.Rhodes@post.ca.gov.

Check the Web for POST Resources

- Master Calendar of Events - The calendar contains information on events scheduled through 2002. To access the calendar, go to the POST home page at www.post.ca.gov, then click on the "Events and Dates" button at the left side of the screen.
- *POST Administrative Manual (PAM)* - This searchable version, in Microsoft Word format, includes the most recently adopted regulation/procedures language. Like the paper version, the manual is divided into sections A-H, followed by POST Forms. Each section can be downloaded and printed as a stand-alone segment. Each POST form can be printed. Some forms are available in Adobe Acrobat software; they can be filled out on-line and then printed for signing and mailing. To access the manual, go to www.post.ca.gov; click on "POST Administrative Manual."

- **Flagship Network, Clearinghouse** - Sworn law enforcement officers can post questions and discuss law enforcement issues within a secured area on topics such as employee development, ethics, hate crimes, and school violence. Instructions for requesting access appear at www.post.ca.gov/Chouse/flagship/network.htm.

E-Mail Addresses Sport a New Look



POST has adopted a new format for its e-mail addresses which should be easier to remember. The new style uses the following format: Firstname.Lastname@post.ca.gov. The old e-mail address style will still work. It contains the first initial of the employee's first name and up to seven characters of the last name, but has been difficult to remember.

For more information, contact Bureau Chief Mitch Coppin, Computer Services Bureau, at (916) 227-4850 or by e-mail at Mitch.Coppin@post.ca.gov.

Legislation of Interest



On October 14, the legislative period concluded during which the Governor may sign, veto or allow legislation to become law. The bills described below were approved and will become law on January 1, 2002. This information can also be found on the POST website at http://www.post.ca.gov/Chouse/leg/leg_page.htm.

Peace Officer Qualifications: This bill (AB 1152 – Vargas) amends Government Code Section 1031 by increasing the means by which the educational requirements for a peace officer may be met. In addition to satisfying the educational requirement of high school graduation, passing the General Education Development Test at high school graduation level, or completion of a two-year or four-year degree from an accredited college or university, the new law provides that the education requirement may be met by passing the California Proficiency Examination. In addition, the standards for accreditation of high schools, colleges and universities have been expanded.

Public Safety: This bill (SB 485 – Committee on Public Safety) eliminates the Module D requirement from Penal Code Section 832.6. This is *cleanup* legislation supported by the Commission to remove Module D as a way of satisfying the training requirement for a Level I reserve peace officer. The Module D training specifications are no longer part of the specifications for Level I training.

Protection of the Exercise of Constitutional Rights: This bill (SB 780 – Ortiz) establishes State law (Penal Code Section 2, Title 11.7 [commencing with Section 423] *California Freedom of Access to Clinic and Church Entrances Act* and Section 3, Title 5.7 [commencing with Section 13775] *Reproductive Rights Law Enforcement Act*). The law requires POST to develop a two-hour telecourse which outlines the provisions of anti-reproductive-rights crimes and make it available to the field.

Commission Meeting Dates



- **December 13, 2001**
Long Beach
- **January 31, 2002**
Riverside
- **April 18, 2002**
Culver City

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Multimedia Training Program

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